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ABSTRACT

Career ladder program assessment for 1988, which is being conducted by The Arizona Career Ladder Research and Evaluation Project, is in its third year of data collection, analysis, and reporting. This document presents 38 statistical tables on average scores of responses to a survey of teachers and administrators regarding levels of program acceptability as broken down by program components, districts, developmental phases and other demographic conditions. Sub-scale components include the following variables or concepts: (1) general; (2) staff development; (3) teacher evaluation; (4) peer evaluation; (5) career ladder placement; and (6) organizational climate. Demographic variables included are the following: (1) program phase; (2) district; (3) gender; (4) career ladder participation; (5) position held; (6) ethnicity; (7) teaching experience; and (9) level taught. (JD)

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RESEARCH FINDINGS ON EFFECTIVE PROGRAM DESIGNS AND METHODOLOGIES

Quantitative Levels of Program Acceptability by Career Ladder Placement

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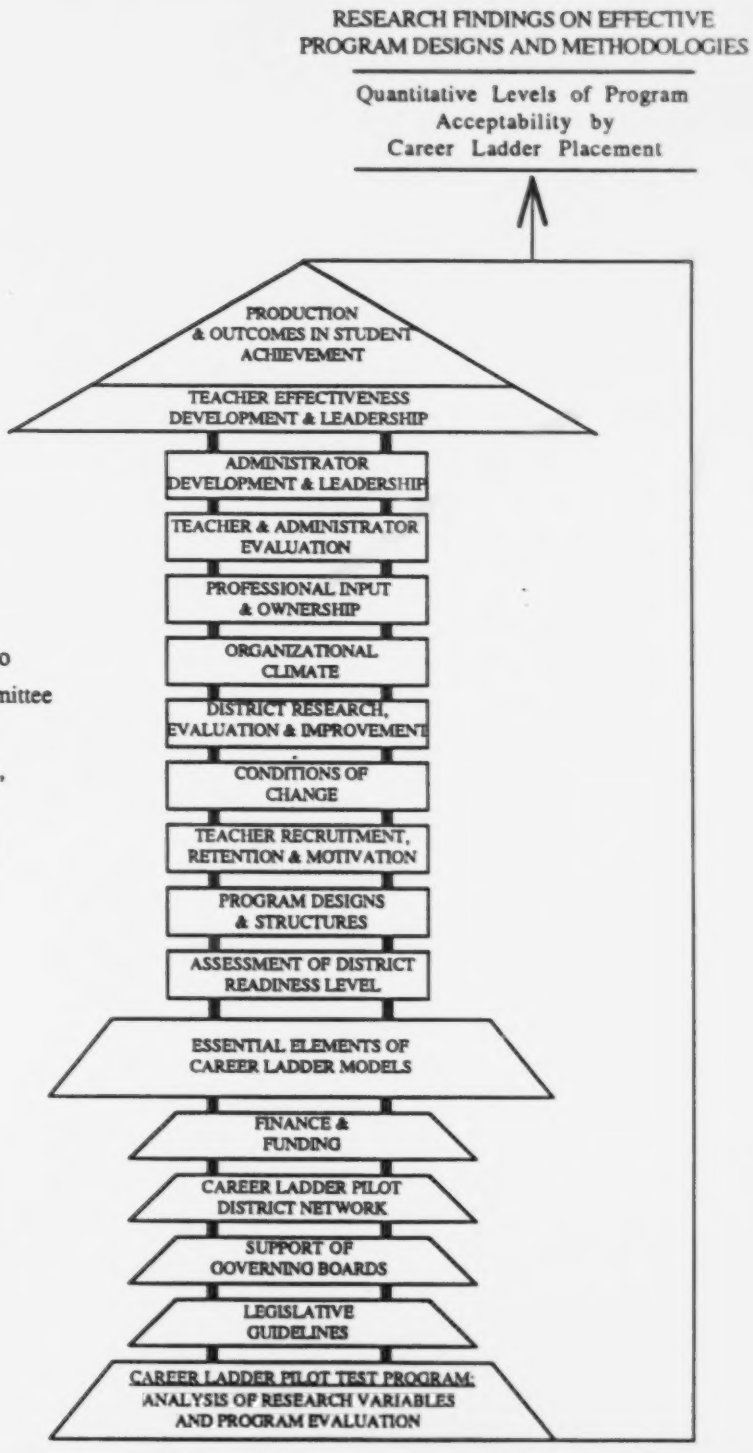
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PRODUCTION & OUTCOMES IN STUDENT ACHIEVEMENT
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QUANTITATIVE LEVELS OF PROGRAM ACCEPTABILITY BY CAREER LADDER PLACEMENT

Overview

Career ladder program assessment for 1988, which is being conducted by "The Arizona Career Ladder Research and Evaluation Project," is in its third year of data collection, analysis, and reporting. All 15 pilot-test districts have demonstrated exemplary cooperation and assistance in meeting research requirements, as well as initiating appropriate program changes as warranted by evaluation results. This ongoing cooperation and active involvement are especially noteworthy, given the inherent difficulty and risk in the implementation of evaluation research in similar social settings. To a high degree, project requirements are being realized. The study is clearly determining if teachers' professional careers and instructional performance activities are enhanced by the system, and what effects these developments have on accountability for student learning.

Out of the 15 districts involved, there are seven "Phase I" organizations with three years of research data, three "Phase II," with two years of results and five "Phase III" districts with one assessment.

Data Collection Instrumentation and Procedures

One particularly valuable source of data has been the survey of perceptions of those persons most directly affected by the career ladder intervention program. This ongoing information-gathering procedure has consisted of feedback from all district personnel regarding an array of concepts related to program acceptability and effectiveness. Teachers (as well as administrators) have provided extensive information about their observations and feelings by responding to both "forced-choice" and "open-ended" questions pertaining to specific program components through a questionnaire which has been administered yearly. These results allow the researchers to analyze, interpret and report quantitative and qualitative data.

The Perception Assessment Scale. In 1986, the "Perception Assessment Scale" was developed and implemented by research faculty from the three state universities (Packard, Bierlein,

Aleamoni, and Helmstadter). Its purpose has been to secure baseline and trend data related to testing the assumptions about program influence on teacher and student development. Specific content includes a demographic section and six major components for program assessment. The components have been "factor analyzed" and found to be highly valid constructs.

Program Components and Demographics. This particular document presents average scores of responses regarding levels of program acceptability as broken down by program components, districts, developmental phases and other demographic conditions. Sub-scale components include the following variables or concepts: (1) General, (2) Staff Development, (3) Teacher Evaluation, (4) Peer Evaluation, (5) Career Ladder Placement, and (6) Organizational Climate. Demographic variables included are the following: (1) Phase, (2) District, (3) Gender, (4) Career Ladder Participation, (5) Position Held, (6) Ethnicity, (7) Teaching Experience, (8) Degree Earned, and (9) Level Taught.

Response Scores. To determine an average measure of subjects' responses, mean scores were calculated and shown in the tables for the six components and nine demographics of study concern. For each particular question contained within each of the six components (see Exhibit A for an example of the "Perception Assessment Scale"), respondents were asked to rate each concept statement as, A = Strongly Agree, B = Moderately Agree, C = Moderately Disagree, and D = Strongly Disagree. The researchers assigned corresponding numeric quantities to these response choices of 4,3,2,1, respectively. Therefore, any average score shown in the tables which is above 2.5 reflects a general tendency of opinion toward the "Agree" side and, conversely, any score below 2.5 reflects a general tendency of opinion toward "Disagreement."

Listing of Tables by Program Components and Demographics. The following is a listing and brief summary describing the location and contents of each table depicted on the basis of the average "degree of acceptability" for each demographic condition and program component:

1. Table 1, Average Subsection Scores For All Career Ladder Teachers, Program Components, Demographic Conditions, and Phases, page 10, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for all phases combined on the six assessment components and demographic conditions.

2. Table 2, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, Demographic Conditions, and Phases, page 11, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for all phases combined by the six assessment components and demographic conditions.

3. Table 3, Average Subsection Scores For All Career Ladder Teachers, Program Components, Demographic Conditions, and Phase I Districts, page 12, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for all phases combined by the six assessment components and demographic conditions.

4. Table 4, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, Demographic Conditions, and Phase I Districts, page 13, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for Phase I Districts combined by the six assessment components and demographic conditions.

5. Table 5, Average Subsection Scores For All Career Ladder Teachers, Program Components, Demographic Conditions, and Phase II Districts, page 14, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for Phase II Districts combined by the six assessment components and demographic conditions.

6. Table 6, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, Demographic Conditions, and Phase II Districts, page 15, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for Phase II Districts combined by the six assessment components and demographic conditions.

7. Table 7, Average Subsection Scores For All Career Ladder Teachers, Program Components, Demographic Conditions, and Phase III Districts, page 16, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for Phase III Districts combined by the six assessment components and demographic conditions.

8. Table 8, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, Demographic Conditions, and Phase III Districts, page 17, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for Phase III Districts combined by the six assessment components and demographic conditions.

9. Table 9, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 1, page 18, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 1 combined by the six assessment components and demographic conditions.

10. Table 10, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 1, page 19, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 1 combined by the six assessment components and demographic conditions.

11. Table 11, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 2, page 20, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 2 combined by the six assessment components and demographic conditions.

12. Table 12, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 2, page 21, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 2 combined by the six assessment components and demographic conditions.

13. Table 13, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 3, page 22, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 3 combined by the six assessment components and demographic conditions.

14. Table 14, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 3, page 23, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 3 combined by the six assessment components and demographic conditions.

15. Table 15, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 4, page 24, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 4 combined by the six assessment components and demographic conditions.

16. Table 16, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 4, page 25, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 4 combined by the six assessment components and demographic conditions.

17. Table 17, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 5, page 26, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 5 combined by the six assessment components and demographic conditions.

18. Table 18, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 5, page 27, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 5 combined by the six assessment components and demographic conditions.

19. Table 19, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 6, page 28, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 6 combined by the six assessment components and demographic conditions.

20. Table 20, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 6, page 29, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 6 combined by the six assessment components and demographic conditions.

21. Table 21, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 7, page 30, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 7 combined on the six assessment components and demographic conditions.

22. Table 22, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 7, page 31, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 7 combined by the six assessment components and demographic conditions.

23. Table 23, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 8, page 32, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 8 combined by the six assessment components and demographic conditions.

24. Table 24, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 8, page 33, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 8 combined by the six assessment components and demographic conditions.

25. Table 25, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 9, page 34, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 9 combined by the six assessment components and demographic conditions.

26. Table 26, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 9, page 35, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 9 combined by the six assessment components and demographic conditions.

27. Table 27, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 10, page 36, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 10 combined by the six assessment components and demographic conditions.

28. Table 28, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 10, page 37, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 10 combined by the six assessment components and demographic conditions.

29. Table 29, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 11, page 38, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 11 combined by the six assessment components and demographic conditions.

30. Table 30, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 11, page 39, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 11 combined by the six assessment components and demographic conditions.

31. Table 31, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 12, page 40, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 12 combined by the six assessment components and demographic conditions.

32. Table 32, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 12, page 41, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 12 combined by the six assessment components and demographic conditions.

33. Table 33, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 13, page 42, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 13 combined by the six assessment components and demographic conditions.

34. Table 34, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 13, page 43, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 13 combined by the six assessment components and demographic conditions.

35. Table 35, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 14, page 44, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 14 combined by the six assessment components and demographic conditions.

36. Table 36, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 14, page 45, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 14 combined by the six assessment components and demographic conditions.

37. Table 37, Average Subsection Scores For All Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 15, page 46, depicts the average subscale scores for the entire sample of teachers placed on the career ladder program and for District Code 15 combined by the six assessment components and demographic conditions.

38. Table 38, Average Subsection Scores For All Non-Career Ladder Teachers, Program Components, and Demographic Conditions - District Code 15, page 47, depicts the average subscale scores for the entire sample of teachers not placed on the career ladder program and for District Code 15 combined by the six assessment components and demographic conditions.

Table 1
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
Demographic Conditions, and Phases

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.696	2.892	2.819	2.753	3.105
	Mid/Jr. High	2.611	2.791	2.727	2.676	2.957
	High School	2.724	2.889	2.741	2.724	2.997
	DNA	2.618	2.802	2.393	2.808	2.846
By Position in District	Teacher	2.663	2.848	2.770	2.722	3.046
	Librarian	2.728	2.873	2.765	2.799	3.208
	Counselor	2.901	3.080	2.783	2.837	3.063
	Other Res.	2.808	3.007	2.903	2.796	3.118
	Bldg. Adm.	3.600	4.000	3.286	3.462	3.692
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.719	2.861	2.770	2.784	3.068
	Bachelors +	2.696	2.849	2.804	2.735	3.063
	Masters	2.631	2.852	2.740	2.699	3.009
	Masters +	2.675	2.918	2.775	2.723	3.061
	Doctorate	2.338	2.700	2.857	2.660	2.636
Years Total As Teacher	1-3 Years	2.738	2.821	2.753	2.741	3.052
	4-7 Years	2.731	2.880	2.808	2.770	3.115
	8-15 Years	2.669	2.858	2.779	2.720	3.022
	16-25 Years	2.574	2.891	2.774	2.695	3.045
	Over 25 Yrs.	2.759	3.111	2.924	2.807	3.196
By Ethnicity	Anglo	2.684	2.891	2.793	2.743	3.072
	Hispanic	2.680	2.747	2.687	2.718	2.965
	Native Am.	2.944	3.023	3.211	3.043	3.279
	Black	2.699	2.885	2.768	2.679	2.896
	Asian	2.710	2.917	2.692	2.806	3.114
	Other	-	-	-	-	-
By Gender	Female	2.690	2.881	2.796	2.751	3.079
	Male	2.654	2.853	2.748	2.698	2.984

Table 2
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
Demographic Conditions, and Phases

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.053	2.250	2.060	2.143	2.899
	Mid/Jr. High	2.157	2.375	2.159	2.249	2.887
	High School	1.973	2.332	2.050	2.084	2.736
	DNA	2.259	2.694	1.875	2.938	3.179
By Position in District	Teacher	2.042	2.265	2.062	2.142	2.856
	Librarian	1.806	2.062	2.187	1.983	2.781
	Counselor	2.325	2.928	2.279	2.235	3.074
	Other Res.	2.181	2.285	2.071	2.211	2.883
	Bldg. Adm.	2.952	3.226	2.906	3.155	3.430
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.394	2.333	2.279	2.369	2.927
	Bachelors +	2.018	2.153	2.038	2.075	2.845
	Masters	2.070	2.241	2.035	2.083	2.886
	Masters +	1.993	2.431	2.072	2.187	2.870
	Doctorate	1.900	2.889	2.107	2.367	2.986
Years Total As Teacher	1-3 Years	2.364	2.378	2.302	2.320	2.975
	4-7 Years	2.157	2.214	2.158	2.218	2.857
	8-15 Years	2.006	2.228	2.020	2.121	2.841
	16-25 Years	1.958	2.387	2.016	2.127	2.876
	Over 25 Yrs.	1.777	2.248	1.893	1.873	2.752
By Ethnicity	Anglo	2.080	2.328	2.115	2.204	2.902
	Hispanic	2.029	2.323	2.059	2.093	2.773
	Native Am.	2.308	2.023	2.194	2.104	2.757
	Black	1.939	2.258	1.793	1.926	2.676
	Asian	2.408	2.217	1.429	1.814	2.936
	Other	-	-	-	-	-
By Gender	Female	2.105	2.285	2.112	2.193	2.900
	Male	1.985	2.344	2.032	2.096	2.802

Table 3
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
Demographic Conditions, and Phase I Districts

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.725	2.996	2.860	2.799	3.102
	Mid/Jr. High	2.573	2.874	2.766	2.682	2.927
	High School	2.744	2.964	2.743	2.734	2.980
	DNA	2.574	2.694	2.286	2.769	2.910
By Position in District	Teacher	2.674	2.943	2.802	2.755	3.036
	Librarian	2.738	2.856	2.773	2.774	3.178
	Counselor	2.956	3.132	2.865	2.837	3.026
	Other Res.	2.860	3.125	2.934	2.838	3.108
	Bldg. Adm.	3.600	4.000	3.286	3.462	3.692
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.699	2.940	2.808	2.785	3.061
	Bachelors +	2.716	2.944	2.834	2.774	3.051
	Masters	2.638	2.915	2.717	2.712	2.976
	Masters +	2.709	3.030	2.828	2.767	3.063
	Doctorate	1.947	2.500	2.643	2.346	2.431
Years Total As Teacher	1-3 Years	2.739	2.862	2.773	2.739	3.029
	4-7 Years	2.739	2.977	2.808	2.773	3.101
	8-15 Years	2.694	2.981	2.828	2.780	3.021
	16-25 Years	2.611	2.968	2.821	2.736	3.044
	Over 25 Yrs.	2.771	3.187	2.938	2.819	3.169
By Ethnicity	Anglo	2.710	3.003	2.838	2.783	3.069
	Hispanic	2.691	2.788	2.713	2.763	2.952
	Native Am.	2.867	3.007	3.145	3.016	3.214
	Black	2.784	2.940	2.735	2.688	2.798
	Asian	2.716	2.958	2.521	2.741	2.960
	Other	-	-	-	-	-
By Gender	Female	2.718	2.990	2.842	2.797	3.072
	Male	2.634	2.902	2.734	2.686	2.968

Table 4
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
Demographic Conditions, and Phase I Districts

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.448	2.716	2.295	2.617	3.037
	Mid/Jr. High	2.446	2.696	2.724	2.583	3.109
	High School	2.131	2.789	2.323	2.240	2.864
	DNA	2.444	3.750	2.750	2.875	3.077
By Position in District	Teacher	2.323	2.733	2.315	2.493	2.999
	Librarian	2.300	2.250	2.143	2.231	3.462
	Counselor	2.632	2.792	2.536	2.273	2.894
	Other Res.	2.647	2.648	2.797	2.804	2.983
	Bldg. Adm.	2.875	3.104	2.764	3.180	3.284
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	3.026	3.162	2.918	2.954	3.332
	Bachelors +	2.337	2.545	2.381	2.511	3.049
	Masters	1.952	2.391	1.943	1.999	2.821
	Masters +	2.304	2.822	2.328	2.524	2.895
	Doctorate	3.000	3.000	1.000	1.850	2.833
Years Total As Teacher	1-3 Years	3.074	3.266	3.052	3.028	3.434
	4-7 Years	2.497	2.702	2.618	2.664	2.976
	8-15 Years	2.299	2.596	2.222	2.474	2.924
	16-25 Years	2.064	2.609	2.136	2.264	2.859
	Over 25 Yrs.	2.196	2.690	2.195	2.043	3.067
By Ethnicity	Anglo	2.443	2.807	2.506	2.599	3.032
	Hispanic	2.443	2.958	2.263	2.563	3.271
	Native Am.	1.533	1.833	1.693	1.520	2.769
	Black	1.850	2.500	1.357	2.000	2.731
	Asian	2.428	2.375	1.000	2.519	2.746
	Other	-	-	-	-	-
By Gender	Female	2.422	2.770	2.386	2.554	3.036
	Male	2.330	2.779	2.421	2.514	3.014

Table 5
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
Demographic Conditions, and Phase II Districts

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.627	2.652	2.724	2.666	3.158
	Mid/Jr. High	2.709	2.651	2.675	2.673	3.048
	High School	2.685	2.714	2.859	2.798	3.114
	DNA	2.750	3.125	2.714	2.923	2.654
By Position in District	Teacher	2.642	2.648	2.713	2.671	3.111
	Librarian	2.667	2.972	2.714	2.964	3.410
	Counselor	2.751	2.940	2.561	2.835	3.165
	Other Res.	2.716	2.686	2.873	2.729	3.177
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.703	2.937	2.800	2.776	3.059
	Bachelors +	2.634	2.655	2.751	2.667	3.129
	Masters	2.687	2.788	2.831	2.727	3.087
	Masters +	2.603	2.641	2.666	2.646	3.134
	Doctorate	3.900	3.500	3.714	3.917	3.455
Years Total As Teacher	1-3 Years	2.778	2.708	2.704	2.789	3.133
	4-7 Years	2.706	2.722	2.806	2.760	3.143
	8-15 Years	2.626	2.593	2.703	2.612	3.094
	16-25 Years	2.405	2.682	2.580	2.556	3.122
	Over 25 Yrs.	2.730	2.667	2.878	2.913	3.374
By Ethnicity	Anglo	2.632	2.654	2.712	2.680	3.118
	Hispanic	2.771	2.712	2.667	2.560	3.232
	Native Am.	3.067	3.125	3.107	3.011	3.250
	Black	-	-	-	-	-
	Asian	2.700	2.833	3.036	2.936	3.423
	Other	-	-	-	-	-
By Gender	Female	2.643	2.653	2.707	2.676	3.143
	Male	2.696	2.723	2.797	2.745	3.051

Table 6
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
Demographic Conditions, and Phase II Districts

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.138	2.437	2.154	2.307	3.138
	Mid/Jr. High	2.165	2.486	2.095	2.258	3.047
	High School	1.777	2.060	1.763	1.840	2.868
	DNA	2.167	2.167	1.000	3.000	3.231
By Position in District	Teacher	2.026	2.342	2.021	2.143	3.026
	Librarian	1.911	2.028	2.190	2.124	2.624
	Counselor	2.184	3.083	2.218	2.233	3.281
	Other Res.	2.557	2.296	2.263	2.764	3.237
	Bldg. Adm.	3.000	3.250	3.143	3.093	4.000
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.301	2.190	2.157	2.460	3.125
	Bachelors +	2.071	2.303	2.090	2.210	3.142
	Masters	2.242	2.646	1.976	2.283	3.121
	Masters +	1.965	2.428	2.027	2.087	2.946
	Doctorate	2.000	2.667	2.571	2.769	2.727
Years Total As Teacher	1-3 Years	2.421	2.588	2.317	2.617	3.155
	4-7 Years	2.089	2.102	2.041	2.141	2.962
	8-15 Years	2.069	2.427	2.042	2.257	3.047
	16-25 Years	1.938	2.457	2.012	2.086	3.138
	Over 25 Yrs.	1.878	2.292	1.815	1.679	2.758
By Ethnicity	Anglo	2.078	2.447	2.087	2.281	3.120
	Hispanic	1.881	2.194	1.987	1.871	2.808
	Native Am.	2.293	2.181	1.914	1.720	2.577
	Black	1.917	2.292	2.071	1.993	2.606
	Asian	3.333	-	-	-	3.231
	Other	-	-	-	-	-
By Gender	Female	2.131	2.420	2.118	2.310	3.117
	Male	1.893	2.264	1.918	1.909	2.861

Table 7
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
Demographic Conditions, and Phase III Districts

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.558	2.368	2.621	2.416	2.851
	Mid/Jr. High	2.409	2.017	2.124	2.504	2.538
	High School	2.490	2.182	2.234	2.237	2.837
	DNA	-	-	-	-	-
By Position in District	Teacher	2.573	2.275	2.499	2.400	2.812
	Librarian	-	-	-	-	-
	Counselor	-	-	-	-	-
	Other Res.	2.304	2.486	2.484	2.356	2.960
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.500	3.250	3.000	2.923	2.875
	Bachelors +	2.699	2.250	2.573	2.414	2.868
	Masters	2.174	2.361	2.375	2.342	2.981
	Masters +	2.414	2.246	2.360	2.313	2.713
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	2.300	2.333	2.457	2.331	3.139
	4-7 Years	2.904	2.631	2.852	2.849	3.055
	8-15 Years	2.461	2.112	2.287	2.237	2.651
	16-25 Years	2.555	2.375	2.697	2.522	2.829
	Over 25 Yrs.	2.638	3.000	2.833	2.380	3.197
By Ethnicity	Anglo	2.533	2.278	2.458	2.362	2.783
	Hispanic	1.863	1.333	1.778	1.621	2.308
	Native Am.	3.105	2.933	3.795	3.220	3.712
	Black	2.100	2.500	3.000	2.615	3.583
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	2.468	2.267	2.472	2.362	2.798
	Male	2.882	2.479	2.750	2.665	2.923

Table 8
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
Demographic Conditions, and Phase III Districts

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	1.896	2.047	1.961	1.947	2.768
	Mid/Jr. High	2.015	2.142	1.994	2.097	2.686
	High School	2.044	2.132	2.074	2.194	2.485
	DNA	-	-	-	-	-
By Position in District	Teacher	1.939	2.049	1.988	2.012	2.715
	Librarian	1.739	2.056	2.190	1.915	2.760
	Counselor	1.650	-	1.500	2.091	2.846
	Other Res.	1.913	2.172	1.848	1.891	2.737
	Bldg. Adm.	3.167	3.667	3.000	3.182	3.154
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.174	2.049	2.075	2.079	2.638
	Bachelors +	1.896	1.977	1.930	1.904	2.668
	Masters	2.027	1.889	2.121	2.032	2.761
	Masters +	1.863	2.244	1.975	2.091	2.813
	Doctorate	1.300	3.000	2.750	3.000	3.192
Years Total As Teacher	1-3 Years	2.138	2.073	2.133	2.066	2.764
	4-7 Years	2.048	2.070	2.023	2.068	2.757
	8-15 Years	1.839	1.963	1.921	1.896	2.698
	16-25 Years	1.913	2.227	1.957	2.081	2.713
	Over 25 Yrs.	1.632	2.119	1.851	1.918	2.676
By Ethnicity	Anglo	1.934	2.081	1.986	2.020	2.737
	Hispanic	1.872	2.042	1.975	1.954	2.469
	Native Am.	2.470	1.994	2.456	2.408	2.824
	Black	1.976	2.167	1.845	1.879	2.681
	Asian	2.214	2.111	1.714	1.462	2.952
	Other	-	-	-	-	-
By Gender	Female	1.971	2.045	2.012	2.013	2.740
	Male	1.867	2.173	1.916	2.017	2.666

Table 9
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 1

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.793	3.031	2.986	3.052	3.278
	Mid/Jr. High	1.950	2.667	2.750	2.565	2.880
	High School	2.928	3.135	3.042	2.988	3.251
	DNA	-	-	-	-	-
By Position in District	Teacher	2.811	3.053	2.993	3.005	3.271
	Librarian	3.300	4.000	3.571	3.615	3.923
	Counselor	-	-	-	-	-
	Other Res.	2.877	3.135	3.055	3.051	3.118
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.400	2.833	2.524	2.819	3.843
	Bachelors +	2.856	3.095	3.008	3.074	3.344
	Masters	2.867	3.000	3.143	3.047	2.923
	Masters +	2.790	3.024	3.000	2.939	3.136
	Doctorate	2.200	3.000	3.000	2.385	2.615
Years Total As Teacher	1-3 Years	-	-	-	-	-
	4-7 Years	3.093	3.105	3.031	3.083	3.454
	8-15 Years	2.823	3.071	3.015	2.988	3.218
	16-25 Years	2.550	2.920	2.857	2.998	3.160
	Over 25 Yrs.	2.840	3.200	3.157	3.036	3.300
By Ethnicity	Anglo	2.815	3.072	3.009	3.012	3.261
	Hispanic	2.887	3.198	3.030	3.179	3.311
	Native Am.	3.320	3.183	3.543	3.200	3.431
	Black	-	-	-	-	-
	Asian	2.800	3.000	2.429	3.083	3.769
	Other	-	-	-	-	-
By Gender	Female	2.875	3.082	3.024	3.046	3.275
	Male	2.647	2.991	2.929	2.904	3.190

Table 10
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 1

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.380	2.810	2.367	2.745	3.008
	Mid/Jr. High	3.050	3.125	3.143	3.115	3.269
	High School	2.321	2.927	2.330	2.508	3.239
	DNA	2.444	3.750	2.750	2.875	3.077
By Position in District	Teacher	2.439	2.860	2.479	2.700	3.130
	Librarian	-	-	-	-	-
	Counselor	2.070	2.500	1.952	2.256	3.282
	Other Res.	1.900	3.250	2.571	2.727	2.308
	Bldg. Adm.	2.900	3.833	2.643	3.495	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.986	3.563	2.786	3.010	3.404
	Bachelors +	2.283	2.500	2.347	2.550	3.026
	Masters	-	-	-	-	-
	Masters +	2.351	3.100	2.386	2.755	3.115
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	3.375	3.146	3.134	3.167	3.481
	4-7 Years	2.409	2.865	2.397	2.710	3.106
	8-15 Years	1.994	2.569	2.179	2.438	3.099
	16-25 Years	2.017	2.972	2.125	2.452	2.862
	Over 25 Yrs.	-	-	-	-	-
By Ethnicity	Anglo	2.519	3.053	2.645	2.851	3.113
	Hispanic	2.117	2.333	2.357	2.619	3.346
	Native Am.	-	-	-	-	-
	Black	2.300	3.500	1.286	2.462	3.615
	Asian	2.300	2.500	1.000	2.500	2.800
	Other	-	-	-	-	-
By Gender	Female	2.423	2.949	2.413	2.718	3.133
	Male	2.387	2.810	2.485	2.695	3.077

Table 11
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 2

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.618	2.960	2.874	2.726	3.140
	Mid/Jr. High	2.481	2.702	2.640	2.545	2.834
	High School	-	-	-	-	-
	DNA	-	-	-	-	-
By Position in District	Teacher	2.578	2.901	2.831	2.696	3.070
	Librarian	2.602	2.567	2.593	2.695	3.088
	Counselor	1.400	1.500	1.714	1.923	1.571
	Other Res.	2.697	3.023	2.835	2.633	3.151
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.766	2.905	2.934	2.799	3.155
	Bachelors +	2.617	2.902	2.878	2.716	3.095
	Masters	2.496	2.844	2.620	2.632	3.004
	Masters +	2.478	2.965	2.736	2.585	3.027
	Doctorate	1.400	1.500	1.714	1.923	1.571
Years Total As Teacher	1-3 Years	2.822	2.853	2.876	2.759	3.120
	4-7 Years	2.733	3.018	2.886	2.821	3.183
	8-15 Years	2.434	2.895	2.777	2.604	3.024
	16-25 Years	2.357	2.917	2.777	2.589	2.961
	Over 25 Yrs.	2.367	2.194	2.619	2.483	2.915
By Ethnicity	Anglo	2.592	2.911	2.822	2.685	3.080
	Hispanic	2.627	2.869	2.763	2.829	3.012
	Native Am.	2.506	2.611	3.129	2.979	3.423
	Black	2.796	3.000	2.667	2.759	2.760
	Asian	2.625	2.500	2.167	2.000	2.769
	Other	-	-	-	-	-
By Gender	Female	2.604	2.894	2.825	2.701	3.091
	Male	2.519	2.961	2.795	2.636	3.005

Table 12
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 2

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.516	2.597	1.933	2.425	3.152
	Mid/Jr. High	2.673	2.312	2.732	2.603	3.077
	High School	-	-	-	-	-
	DNA	-	-	-	-	-
By Position in District	Teacher	2.681	2.698	2.236	2.628	3.106
	Librarian	2.300	2.250	2.143	2.231	3.462
	Counselor	-	-	-	-	-
	Other Res.	1.700	1.000	1.500	1.500	3.000
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.875	2.833	2.542	2.444	3.410
	Bachelors +	2.867	2.312	2.643	2.827	3.269
	Masters	2.000	-	-	-	2.308
	Masters +	2.131	2.361	1.673	2.186	2.977
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	3.100	3.000	2.738	2.692	3.513
	4-7 Years	2.656	2.083	2.143	2.744	3.154
	8-15 Years	2.356	1.750	1.861	2.278	2.804
	16-25 Years	1.600	3.333	1.143	2.167	3.308
	Over 25 Yrs.	2.100	2.750	2.714	2.077	3.000
By Ethnicity	Anglo	2.622	2.500	2.274	2.402	3.135
	Hispanic	1.600	3.333	1.143	2.167	3.308
	Native Am.	-	-	-	-	-
	Black	-	-	-	-	-
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	2.391	2.317	1.933	2.162	3.031
	Male	2.900	3.083	2.732	2.803	3.436

Table 13
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 3

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.705	2.869	2.680	2.769	2.953
	Mid/Jr. High	2.510	2.750	2.699	2.698	2.947
	High School	2.521	2.671	2.583	2.599	2.813
	DNA	2.574	2.694	2.286	2.769	2.910
By Position in District	Teacher	2.590	2.772	2.633	2.708	2.923
	Librarian	2.722	2.833	2.786	2.769	3.088
	Counselor	3.200	3.417	3.325	2.972	3.154
	Other Res.	2.795	2.937	2.742	2.788	2.890
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.617	2.835	2.661	2.765	2.929
	Bachelors +	2.626	2.777	2.636	2.705	2.929
	Masters	2.501	2.714	2.601	2.670	2.801
	Masters +	2.677	2.866	2.715	2.749	2.961
	Doctorate	2.300	2.250	2.857	2.923	2.462
Years Total As Teacher	1-3 Years	2.576	2.695	2.568	2.726	2.853
	4-7 Years	2.599	2.801	2.574	2.707	2.956
	8-15 Years	2.660	2.852	2.715	2.761	2.908
	16-25 Years	2.576	2.670	2.621	2.569	2.933
	Over 25 Yrs.	2.833	3.214	3.048	2.859	3.324
By Ethnicity	Anglo	2.627	2.863	2.664	2.760	2.941
	Hispanic	2.697	2.726	2.674	2.710	2.905
	Native Am.	2.467	2.722	3.000	2.923	3.103
	Black	2.767	3.028	2.810	2.641	2.897
	Asian	2.780	2.933	2.743	2.769	2.951
	Other	-	-	-	-	-
By Gender	Female	2.652	2.865	2.678	2.755	2.942
	Male	2.547	2.612	2.602	2.641	2.879

Table 14
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 3

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.350	2.387	1.915	2.478	2.738
	Mid/Jr. High	2.091	2.135	2.294	2.455	3.212
	High School	1.875	2.542	2.214	2.186	2.558
	DNA	-	-	-	-	-
By Position in District	Teacher	2.006	2.319	1.972	2.332	2.799
	Librarian	-	-	-	-	-
	Counselor	3.222	2.500	3.000	3.000	3.080
	Other Res.	3.567	2.750	3.125	3.156	3.073
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.640	2.833	2.631	2.972	3.437
	Bachelors +	2.015	2.271	1.997	2.254	2.861
	Masters	1.950	2.264	1.833	2.140	2.750
	Masters +	2.257	2.283	2.125	2.578	2.685
	Doctorate	3.000	3.000	-	2.500	2.833
Years Total As Teacher	1-3 Years	2.800	3.222	2.714	2.785	3.290
	4-7 Years	2.333	2.229	2.125	2.552	2.687
	8-15 Years	2.200	2.477	2.099	2.679	2.889
	16-25 Years	1.958	2.000	1.851	2.073	2.673
	Over 25 Yrs.	1.444	1.000	1.333	1.000	1.778
By Ethnicity	Anglo	2.290	2.403	2.180	2.631	2.938
	Hispanic	2.440	3.222	2.164	2.478	3.341
	Native Am.	-	-	-	-	-
	Black	1.400	1.500	1.429	1.538	1.846
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	2.365	2.553	2.188	2.616	2.943
	Male	1.964	2.021	1.939	2.238	2.902

Table 15
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 4

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.827	3.177	2.980	2.727	3.105
	Mid/Jr. High	2.626	3.056	2.827	2.649	2.915
	High School	2.680	2.925	2.629	2.631	2.917
	DNA	-	-	-	-	-
By Position in District	Teacher	2.718	3.062	2.843	2.659	2.989
	Librarian	2.967	3.222	2.867	2.693	3.462
	Counselor	3.144	3.000	2.917	2.958	2.990
	Other Res.	3.005	3.464	3.189	2.914	3.357
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.805	3.177	2.868	2.783	3.044
	Bachelors +	2.711	3.038	2.883	2.632	2.942
	Masters	2.747	3.250	2.909	2.808	3.276
	Masters +	2.945	3.167	2.868	2.776	3.212
	Doctorate	1.889	3.250	3.000	2.154	3.077
Years Total As Teacher	1-3 Years	2.752	3.162	2.878	2.666	3.107
	4-7 Years	2.736	2.967	2.877	2.600	3.039
	8-15 Years	2.763	3.085	2.816	2.716	2.931
	16-25 Years	2.897	3.359	3.128	2.933	3.196
	Over 25 Yrs.	2.600	3.333	3.143	2.923	3.462
By Ethnicity	Anglo	2.795	3.119	2.905	2.693	3.051
	Hispanic	2.100	2.000	2.452	2.542	2.538
	Native Am.	2.700	3.083	2.800	2.862	3.015
	Black	-	-	-	-	-
	Asian	2.400	3.500	1.857	3.000	2.385
	Other	-	-	-	-	-
By Gender	Female	2.791	3.122	2.904	2.700	3.040
	Male	2.700	3.069	2.844	2.680	3.030

Table 16
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 4

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.281	2.861	2.274	2.246	2.855
	Mid/Jr. High	2.733	3.833	3.500	2.667	3.010
	High School	1.887	3.083	2.157	2.074	2.779
	DNA	-	-	-	-	-
By Position in District	Teacher	2.119	3.299	2.359	2.220	2.893
	Librarian	-	-	-	-	-
	Counselor	2.556	4.000	4.000	2.000	2.500
	Other Res.	2.450	2.500	2.843	2.692	2.808
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.500	2.667	2.714	2.750	2.308
	Bachelors +	2.648	3.444	3.419	2.902	3.051
	Masters	2.200	3.250	2.321	2.364	3.346
	Masters +	1.948	3.226	2.442	2.018	2.570
	Doctorate	-	-	1.000	1.200	-
Years Total As Teacher	1-3 Years	3.800	3.667	3.429	2.900	3.308
	4-7 Years	2.331	3.417	3.171	2.447	2.933
	8-15 Years	2.083	2.944	2.061	2.107	2.449
	16-25 Years	1.814	3.396	2.452	2.201	3.276
	Over 25 Yrs.	-	-	-	-	-
By Ethnicity	Anglo	2.912	3.239	2.623	2.336	2.856
	Hispanic	-	-	-	-	-
	Native Am.	-	-	1.000	1.200	-
	Black	-	-	-	-	-
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	2.228	3.258	2.603	2.216	2.868
	Male	2.120	3.200	2.343	2.373	2.831

Table 17
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 5

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	3.429	3.512	3.308	3.189	3.433
	Mid/Jr. High	3.737	3.781	3.679	3.450	3.523
	High School	3.158	3.409	3.135	3.077	3.246
	DNA	-	-	-	-	-
By Position in District	Teacher	3.386	3.518	3.302	3.185	3.377
	Librarian	-	-	-	-	-
	Counselor	3.033	3.250	2.810	3.128	3.077
	Other Res.	3.392	3.562	3.429	3.191	3.471
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	1.800	2.750	2.571	2.615	2.385
	Bachelors +	3.434	3.503	3.282	3.231	3.388
	Masters	3.446	3.417	3.119	2.953	3.265
	Masters +	3.366	3.560	3.406	3.233	3.454
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	-	-	-	-	-
	4-7 Years	3.440	3.650	3.371	3.014	3.354
	8-15 Years	3.349	3.450	3.242	3.180	3.345
	16-25 Years	3.350	3.575	3.283	3.169	3.400
	Over 25 Yrs.	3.480	3.700	3.629	3.398	3.569
By Ethnicity	Anglo	3.421	3.510	3.344	3.222	3.394
	Hispanic	2.778	4.000	2.833	3.167	3.692
	Native Am.	3.700	3.750	3.643	3.476	3.385
	Black	-	-	-	-	-
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	3.465	3.535	3.435	3.262	3.449
	Male	3.081	3.423	2.952	3.018	3.146

Table 18
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 5

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.760	2.981	2.741	2.994	3.291
	Mid/Jr. High	3.000	3.000	2.800	2.500	2.615
	High School	2.540	2.313	2.571	2.247	2.831
	DNA	-	-	-	-	-
By Position in District	Teacher	2.696	2.802	2.669	2.816	3.117
	Librarian	-	-	-	-	-
	Counselor	-	-	-	-	-
	Other Res.	2.833	3.333	2.800	3.000	3.423
	Bldg. Adm.	3.300	3.750	3.571	3.231	3.692
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	3.800	3.889	3.821	3.769	3.827
	Bachelors +	2.580	2.702	2.520	3.020	3.094
	Masters	1.693	1.250	1.600	1.273	2.923
	Masters +	2.742	2.985	2.619	2.694	2.992
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	2.975	3.833	3.857	3.923	3.577
	4-7 Years	3.800	3.000	3.929	3.846	3.577
	8-15 Years	2.604	2.767	2.412	2.544	3.104
	16-25 Years	2.500	2.750	2.667	2.919	2.769
	Over 25 Yrs.	-	-	-	-	-
By Ethnicity	Anglo	2.834	3.009	2.904	2.926	3.123
	Hispanic	4.000	4.000	4.000	3.923	4.000
	Native Am.	1.150	1.250	1.600	1.273	-
	Black	-	-	-	-	-
	Asian	2.556	2.250	1.000	2.538	2.692
	Other	-	-	-	-	-
By Gender	Female	2.708	2.801	2.682	2.920	3.215
	Male	2.818	3.100	2.829	2.564	2.985

Table 19
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 6

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.583	3.471	3.057	3.108	3.228
	Mid/Jr. High	2.697	3.345	2.965	2.789	2.927
	High School	2.755	3.086	2.543	2.564	2.863
	DNA	-	-	-	-	-
By Position in District	Teacher	2.639	3.254	2.800	2.796	2.957
	Librarian	2.300	2.250	2.667	2.769	2.923
	Counselor	2.750	3.187	2.420	2.435	3.202
	Other Res.	3.051	3.800	3.371	3.166	3.415
	Bldg. Adm.	3.600	4.000	3.286	3.462	3.692
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.156	3.500	2.786	2.694	3.077
	Bachelors +	2.787	3.257	2.921	2.917	2.942
	Masters	2.884	3.183	2.800	2.670	3.031
	Masters +	2.620	3.296	2.753	2.750	3.051
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	2.950	3.187	3.036	2.973	2.769
	4-7 Years	2.766	3.492	3.052	2.902	3.140
	8-15 Years	2.681	3.257	2.780	2.833	2.976
	16-25 Years	2.663	3.241	2.890	2.824	3.065
	Over 25 Yrs.	2.542	3.303	2.488	2.548	2.909
By Ethnicity	Anglo	2.677	3.306	2.843	2.841	3.055
	Hispanic	2.663	3.250	2.905	2.911	3.105
	Native Am.	3.000	3.250	2.786	2.731	2.538
	Black	2.800	2.500	2.714	2.615	2.615
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	2.673	3.457	3.000	2.971	3.121
	Male	2.673	3.021	2.557	2.576	2.839

Table 20
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 6

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.098	3.179	2.457	2.389	3.328
	Mid/Jr. High	2.300	3.000	2.571	2.333	2.769
	High School	2.800	4.000	3.571	3.231	3.333
	DNA	-	-	-	-	-
By Position in District	Teacher	2.248	3.321	2.457	2.400	3.397
	Librarian	-	-	-	-	-
	Counselor	2.300	3.000	2.571	2.333	2.769
	Other Res.	1.600	3.000	3.571	3.154	2.846
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	-	-	-	-	-
	Bachelors +	2.381	3.350	2.765	2.430	3.172
	Masters	-	-	-	-	-
	Masters +	1.900	3.125	2.379	2.570	3.385
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	-	-	-	-	-
	4-7 Years	-	-	-	-	-
	8-15 Years	2.311	3.167	2.874	2.709	2.970
	16-25 Years	2.300	4.000	3.202	2.410	3.244
	Over 25 Yrs.	2.012	2.938	2.079	2.311	3.500
By Ethnicity	Anglo	2.060	3.179	2.562	2.422	3.353
	Hispanic	-	-	-	-	-
	Native Am.	2.300	3.000	2.571	2.333	2.769
	Black	-	-	-	-	-
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	2.098	3.179	2.457	2.389	3.328
	Male	2.800	4.000	3.571	3.231	3.333

Table 21
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 7

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.781	2.294	2.772	2.376	3.010
	Mid/Jr. High	-	-	-	-	-
	High School	-	-	-	-	-
	DNA	-	-	-	-	-
By Position in District	Teacher	2.759	2.186	2.696	2.330	2.978
	Librarian	-	-	-	-	-
	Counselor	2.889	3.000	3.000	3.200	3.000
	Other Res.	3.600	3.333	3.429	3.250	3.769
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	3.237	2.611	2.952	3.024	3.385
	Bachelors +	2.834	2.273	2.675	2.390	3.028
	Masters	-	-	-	-	-
	Masters +	2.500	2.133	2.795	2.138	2.787
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	3.424	2.633	2.971	2.993	3.631
	4-7 Years	3.100	2.333	3.143	2.154	2.154
	8-15 Years	2.770	2.167	2.818	2.443	3.079
	16-25 Years	2.350	2.250	2.571	2.077	2.865
	Over 25 Yrs.	1.600	1.667	1.429	1.077	1.000
By Ethnicity	Anglo	2.556	2.250	2.621	2.328	2.935
	Hispanic	-	-	-	-	-
	Native Am.	-	-	-	-	-
	Black	-	-	-	-	-
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	2.401	2.197	2.530	2.330	3.057
	Male	3.125	2.444	2.952	2.321	2.487

Table 22
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 7

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.089	1.000	1.743	1.942	2.861
	Mid/Jr. High	-	-	-	-	-
	High School	1.700	2.000	2.000	1.000	1.692
	DNA	-	-	-	-	-
By Position in District	Teacher	1.739	1.500	1.643	1.192	2.269
	Librarian	-	-	-	-	-
	Counselor	3.089	2.667	2.429	2.042	2.385
	Other Res.	-	-	-	-	-
	Bldg. Adm.	2.400	1.000	2.200	2.500	2.875
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	3.089	2.667	2.429	2.042	2.385
	Bachelors +	2.032	1.000	1.476	1.359	3.269
	Masters	1.700	2.000	2.000	1.000	1.692
	Masters +	2.400	1.000	2.200	2.500	2.875
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	-	-	-	-	-
	4-7 Years	1.700	2.000	2.000	1.000	1.692
	8-15 Years	2.089	1.000	1.743	1.942	2.861
	16-25 Years	2.343	1.500	1.762	1.583	2.885
	Over 25 Yrs.	3.778	3.333	3.000	2.250	2.692
By Ethnicity	Anglo	2.388	1.667	2.030	1.694	2.760
	Hispanic	2.400	2.000	1.857	1.833	2.077
	Native Am.	-	-	-	-	-
	Black	-	-	-	-	-
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	2.411	1.867	2.069	1.794	2.437
	Male	-	-	-	-	-

Table 23
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 8

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.603	2.606	2.682	2.642	3.171
	Mid/Jr. High	2.675	2.533	2.640	2.631	3.020
	High School	2.624	2.624	2.807	2.725	3.061
	DNA	2.750	3.125	2.714	2.923	2.654
By Position in District	Teacher	2.616	2.593	2.687	2.646	3.101
	Librarian	2.750	2.792	2.500	2.946	3.462
	Counselor	2.606	2.683	2.410	2.763	3.015
	Other Res.	2.720	2.565	2.790	2.673	3.254
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.761	2.575	2.639	2.779	3.087
	Bachelors +	2.612	2.616	2.723	2.635	3.135
	Masters	2.699	2.695	2.801	2.681	3.103
	Masters +	2.540	2.505	2.588	2.603	3.089
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	2.752	2.690	2.698	2.804	3.138
	4-7 Years	2.678	2.675	2.782	2.740	3.135
	8-15 Years	2.594	2.487	2.654	2.565	3.085
	16-25 Years	2.388	2.630	2.516	2.529	3.154
	Over 25 Yrs.	2.356	2.222	2.286	2.128	3.103
By Ethnicity	Anglo	2.606	2.589	2.676	2.645	3.116
	Hispanic	2.802	2.629	2.632	2.652	3.225
	Native Am.	2.658	3.000	2.893	2.789	3.019
	Black	-	-	-	-	-
	Asian	2.633	2.778	2.952	2.966	3.462
	Other	-	-	-	-	-
By Gender	Female	2.621	2.600	2.671	2.657	3.140
	Male	2.626	2.573	2.735	2.645	3.018

Table 24
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 8

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.117	2.401	2.148	2.289	3.190
	Mid/Jr. High	2.134	2.463	2.074	2.272	3.098
	High School	1.777	2.060	1.763	1.840	2.868
	DNA	2.167	2.167	1.000	3.000	3.231
By Position in District	Teacher	1.996	2.313	1.994	2.120	3.066
	Librarian	1.911	2.028	2.190	2.124	2.624
	Counselor	1.994	2.967	2.052	2.234	3.467
	Other Res.	2.507	2.240	2.260	2.712	3.203
	Bldg. Adm.	3.000	3.250	3.143	3.093	4.000
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.247	2.123	2.086	2.422	3.200
	Bachelors +	2.090	2.343	2.123	2.253	3.165
	Masters	2.160	2.353	1.726	2.122	3.187
	Masters +	1.910	2.403	1.998	2.057	2.960
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	2.409	2.423	2.367	2.622	3.249
	4-7 Years	2.113	2.135	2.064	2.177	3.007
	8-15 Years	2.026	2.433	2.010	2.255	3.084
	16-25 Years	1.915	2.433	2.009	2.047	3.132
	Over 25 Yrs.	1.745	1.917	1.642	1.581	2.812
By Ethnicity	Anglo	2.059	2.412	2.075	2.248	3.138
	Hispanic	1.644	1.857	1.744	1.768	2.868
	Native Am.	1.867	2.000	1.000	1.000	2.423
	Black	1.917	2.292	2.071	1.993	2.606
	Asian	3.333	-	-	-	3.231
	Other	-	-	-	-	-
By Gender	Female	2.076	2.349	2.067	2.274	3.167
	Male	1.900	2.290	1.945	1.934	2.851

Table 25
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 9

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.647	2.773	2.873	2.713	3.038
	Mid/Jr. High	2.744	3.350	2.662	2.712	3.162
	High School	2.450	3.667	2.857	2.692	3.846
	DNA	-	-	-	-	-
By Position in District	Teacher	2.588	2.911	2.713	2.624	3.095
	Librarian	2.500	3.333	3.143	3.000	3.308
	Counselor	3.114	3.583	2.940	3.016	3.538
	Other Res.	2.811	2.926	3.103	2.895	3.027
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.850	2.833	2.545	2.484	3.019
	Bachelors +	2.591	2.861	2.821	2.725	2.974
	Masters	2.645	3.125	2.943	2.898	3.029
	Masters +	2.691	3.000	2.829	2.656	3.320
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	2.812	2.738	2.593	2.561	3.011
	4-7 Years	2.896	3.185	2.939	2.885	3.214
	8-15 Years	2.655	3.037	2.863	2.710	3.128
	16-25 Years	2.240	2.750	2.643	2.469	2.864
	Over 25 Yrs.	2.172	2.500	3.143	3.081	3.385
By Ethnicity	Anglo	2.664	2.947	2.819	2.745	3.099
	Hispanic	2.600	3.167	2.857	2.056	3.269
	Native Am.	-	-	-	-	-
	Black	-	-	-	-	-
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	2.640	2.890	2.836	2.670	3.124
	Male	2.726	3.167	2.771	2.840	3.054

Table 26
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 9

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.139	3.000	1.951	2.449	2.577
	Mid/Jr. High	2.533	3.111	2.524	2.723	2.858
	High School	-	-	-	-	-
	DNA	-	-	-	-	-
By Position in District	Teacher	2.426	2.972	2.329	2.750	2.685
	Librarian	-	-	-	-	-
	Counselor	-	-	-	-	-
	Other Res.	-	-	-	-	-
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.652	2.389	2.135	2.603	2.692
	Bachelors +	-	-	-	-	-
	Masters	2.300	4.000	2.500	2.962	2.654
	Masters +	-	-	-	-	-
	Doctorate	2.000	2.667	2.571	2.769	2.727
Years Total As Teacher	1-3 Years	2.500	3.167	2.143	2.600	2.615
	4-7 Years	-	-	-	-	-
	8-15 Years	2.278	2.583	2.702	3.051	2.825
	16-25 Years	-	-	-	-	-
	Over 25 Yrs.	1.600	3.500	1.400	1.462	2.769
By Ethnicity	Anglo	2.426	2.972	2.329	2.750	2.685
	Hispanic	-	-	-	-	-
	Native Am.	-	-	-	-	-
	Black	-	-	-	-	-
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	2.426	2.972	2.329	2.750	2.685
	Male	2.120	3.200	2.343	2.373	2.831

Table 27
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 10

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	3.157	3.321	3.163	3.100	3.341
	Mid/Jr. High	3.433	3.250	3.571	3.564	3.359
	High School	3.633	3.250	3.524	3.818	3.305
	DNA	-	-	-	-	-
By Position in District	Teacher	3.490	3.325	3.414	3.462	3.408
	Librarian	-	-	-	-	-
	Counselor	-	-	-	-	-
	Other Res.	2.250	3.000	2.786	2.654	2.923
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	3.600	3.250	3.714	3.769	3.769
	Bachelors +	3.440	3.250	3.429	3.512	3.400
	Masters	-	-	-	-	-
	Masters +	3.100	3.292	3.143	3.100	3.192
	Doctorate	3.900	3.500	3.714	3.917	3.455
Years Total As Teacher	1-3 Years	3.600	3.250	3.714	3.769	3.769
	4-7 Years	3.350	3.125	3.500	3.279	3.231
	8-15 Years	3.086	3.214	3.102	3.140	3.153
	16-25 Years	3.700	3.750	4.000	3.692	3.538
	Over 25 Yrs.	3.850	3.500	3.500	3.923	3.769
By Ethnicity	Anglo	3.312	3.344	3.357	3.509	3.268
	Hispanic	-	-	-	-	-
	Native Am.	3.475	3.250	3.321	3.232	3.481
	Black	-	-	-	-	-
	Asian	2.900	3.000	3.286	2.846	3.308
	Other	-	-	-	-	-
By Gender	Female	3.337	3.281	3.268	3.270	3.317
	Male	3.320	3.300	3.457	3.537	3.368

Table 28
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 10

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.612	2.500	2.471	2.477	2.654
	Mid/Jr. High	2.206	2.208	1.923	1.813	2.769
	High School	-	-	-	-	-
	DNA	-	-	-	-	-
By Position in District	Teacher	2.296	2.298	2.184	1.990	2.582
	Librarian	-	-	-	-	-
	Counselor	2.944	3.375	2.714	2.231	2.538
	Other Res.	3.200	2.750	2.286	3.231	3.615
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.600	2.750	3.286	2.692	2.769
	Bachelors +	1.500	1.292	1.300	1.192	2.500
	Masters	3.444	3.750	3.429	2.538	3.000
	Masters +	2.735	2.700	2.338	2.416	2.785
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	-	-	-	-	-
	4-7 Years	1.400	1.250	1.600	1.385	1.769
	8-15 Years	2.612	2.271	2.143	1.900	2.654
	16-25 Years	2.412	2.875	2.060	2.740	3.269
	Over 25 Yrs.	2.944	3.375	2.714	2.231	2.538
By Ethnicity	Anglo	2.412	2.875	2.060	2.740	3.269
	Hispanic	2.944	3.375	2.714	2.231	2.538
	Native Am.	2.612	2.271	2.143	1.900	2.654
	Black	-	-	-	-	-
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	2.770	2.875	2.551	2.404	2.721
	Male	1.600	1.333	1.000	1.000	3.231

Table 29
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 11

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.524	2.433	2.662	2.390	2.923
	Mid/Jr. High	2.672	2.167	2.571	3.054	2.462
	High School	-	-	-	-	-
	DNA	-	-	-	-	-
By Position in District	Teacher	2.567	2.357	2.636	2.580	2.791
	Librarian	-	-	-	-	-
	Counselor	-	-	-	-	-
	Other Res.	-	-	-	-	-
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	-	-	-	-	-
	Bachelors +	2.761	2.472	2.853	2.760	2.782
	Masters	-	-	-	-	-
	Masters +	1.400	1.667	1.333	1.500	2.846
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	-	-	-	-	-
	4-7 Years	2.450	2.333	2.607	2.598	2.231
	8-15 Years	2.833	2.750	2.667	2.550	3.077
	16-25 Years	2.467	2.111	2.635	2.587	2.974
	Over 25 Yrs.	-	-	-	-	-
By Ethnicity	Anglo	2.567	2.357	2.636	2.580	2.791
	Hispanic	-	-	-	-	-
	Native Am.	-	-	-	-	-
	Black	-	-	-	-	-
	Asian	-	-	-	-	
	Other	-	-	-	-	-
By Gender	Female	2.567	2.357	2.636	2.580	2.791
	Male	-	-	-	-	-

Table 30
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 11

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.230	1.929	2.273	2.190	2.771
	Mid/Jr. High	1.980	2.185	2.221	2.253	2.662
	High School	-	-	-	-	-
	DNA	-	-	-	-	-
By Position in District	Teacher	2.100	1.921	2.239	2.185	2.722
	Librarian	1.500	2.000	2.571	1.923	2.231
	Counselor	-	-	-	-	-
	Other Res.	2.900	3.250	2.667	2.693	2.846
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.417	2.472	2.701	2.554	3.269
	Bachelors +	2.117	1.851	2.104	2.079	2.643
	Masters	2.462	2.333	2.429	2.727	2.572
	Masters +	1.950	1.952	2.435	2.235	2.538
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	2.457	2.429	2.652	2.393	3.231
	4-7 Years	1.951	1.743	2.133	2.166	2.667
	8-15 Years	2.009	1.795	2.165	2.065	2.615
	16-25 Years	2.375	2.155	2.307	2.295	2.490
	Over 25 Yrs.	2.000	3.000	2.500	2.667	-
By Ethnicity	Anglo	2.071	1.956	2.230	2.181	2.688
	Hispanic	-	-	-	-	-
	Native Am.	3.400	2.333	3.429	2.923	3.154
	Black	-	-	-	-	-
	Asian	3.700	3.000	3.000	2.846	3.385
	Other	-	-	-	-	-
By Gender	Female	2.242	1.933	2.352	2.253	2.797
	Male	1.775	2.262	2.003	2.079	2.426

Table 31
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 12

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.203	2.064	2.116	2.035	2.407
	Mid/Jr. High	2.050	1.625	1.667	1.978	2.500
	High School	-	-	-	-	-
	DNA	-	-	-	-	-
By Position in District	Teacher	2.232	1.892	1.940	2.018	2.326
	Librarian	-	-	-	-	-
	Counselor	-	-	-	-	-
	Other Res.	2.125	2.229	2.288	2.063	2.697
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	-	-	-	-	-
	Bachelors +	2.611	2.181	2.287	2.180	2.562
	Masters	1.756	2.000	1.714	1.942	3.231
	Masters +	1.900	1.833	1.901	1.893	1.983
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	1.800	2.667	2.000	2.385	3.923
	4-7 Years	-	-	-	-	-
	8-15 Years	2.188	1.896	2.007	1.997	2.286
	16-25 Years	2.500	1.667	2.381	2.101	1.688
	Over 25 Yrs.	1.889	3.000	2.000	1.889	3.846
By Ethnicity	Anglo	2.310	2.160	2.219	2.134	2.555
	Hispanic	1.000	1.000	1.000	1.000	1.000
	Native Am.	-	-	-	-	-
	Black	-	-	-	-	-
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	2.184	2.006	2.056	2.028	2.420
	Male	-	-	-	-	-

Table 32
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 12

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	1.752	2.007	1.857	1.839	2.688
	Mid/Jr. High	1.795	1.775	1.762	1.856	2.533
	High School	-	-	-	-	-
	DNA	-	-	-	-	-
By Position in District	Teacher	1.751	1.960	1.838	1.846	2.648
	Librarian	1.526	1.694	2.119	1.692	2.894
	Counselor	1.000	-	1.000	1.308	2.923
	Other Res.	1.840	2.034	1.793	1.854	2.670
	Bldg. Adm.	3.167	3.667	3.000	3.182	3.154
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.027	1.977	1.892	1.992	2.611
	Bachelors +	1.713	1.852	1.810	1.754	2.575
	Masters	1.734	1.804	2.024	1.718	2.636
	Masters +	1.701	2.160	1.805	1.914	2.811
	Doctorate	1.400	3.000	2.750	3.000	3.154
Years Total As Teacher	1-3 Years	2.124	2.043	2.051	1.964	2.788
	4-7 Years	1.986	2.062	1.972	2.097	2.722
	8-15 Years	1.572	1.788	1.684	1.615	2.543
	16-25 Years	1.663	2.121	1.850	1.916	2.611
	Over 25 Yrs.	1.526	2.018	1.769	1.792	2.809
By Ethnicity	Anglo	1.821	2.006	1.912	1.891	2.712
	Hispanic	1.520	1.619	1.467	1.548	2.315
	Native Am.	2.615	2.528	2.024	2.452	2.256
	Black	1.519	1.667	1.690	1.564	1.669
	Asian	1.924	1.667	1.071	1.000	2.641
	Other	-	-	-	-	-
By Gender	Female	1.782	1.936	1.850	1.812	2.654
	Male	1.810	2.174	1.884	1.963	2.662

Table 33
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 13

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	3.115	3.286	3.661	3.141	3.177
	Mid/Jr. High	-	-	-	-	-
	High School	2.500	2.083	2.119	1.936	2.410
	DNA	-	-	-	-	-
By Position in District	Teacher	2.909	2.917	3.071	2.746	2.873
	Librarian	-	-	-	-	-
	Counselor	-	-	-	-	-
	Other Res.	3.125	3.000	3.750	3.083	3.308
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.900	4.000	3.000	3.231	2.167
	Bachelors +	3.412	3.667	3.929	3.432	3.718
	Masters	2.778	2.333	3.500	2.750	2.385
	Masters +	2.805	2.650	2.793	2.440	2.862
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	2.900	4.000	3.000	3.231	2.167
	4-7 Years	3.125	3.000	3.750	3.083	3.308
	8-15 Years	2.771	2.450	2.804	2.584	2.827
	16-25 Years	3.400	4.000	3.857	3.308	3.769
	Over 25 Yrs.	3.012	3.000	3.250	2.625	2.872
By Ethnicity	Anglo	3.045	2.896	3.036	2.750	2.590
	Hispanic	-	-	-	-	-
	Native Am.	2.931	2.917	3.821	3.064	3.615
	Black	-	-	-	-	-
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	3.042	3.278	3.693	3.164	3.336
	Male	2.852	2.528	2.714	2.500	2.231

Table 34
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 13

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.001	2.363	2.083	2.300	3.304
	Mid/Jr. High	2.467	2.287	2.201	2.315	2.877
	High School	2.121	2.088	2.226	2.242	2.323
	DNA	-	-	-	-	-
By Position in District	Teacher	2.133	2.217	2.197	2.274	2.844
	Librarian	1.904	2.250	1.857	2.538	2.295
	Counselor	2.300	0	2.000	2.875	2.769
	Other Res.	2.073	2.646	1.933	2.068	3.215
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.681	-	2.000	2.000	2.513
	Bachelors +	2.037	2.137	2.042	2.083	2.837
	Masters	2.469	1.733	2.589	2.512	2.822
	Masters +	2.071	2.542	2.191	2.450	2.902
	Doctorate	1.200	-	-	-	3.231
Years Total As Teacher	1-3 Years	2.004	2.028	1.979	2.156	3.013
	4-7 Years	2.040	1.977	1.969	1.895	2.652
	8-15 Years	2.154	2.263	2.341	2.526	3.006
	16-25 Years	2.336	2.858	2.339	2.541	2.794
	Over 25 Yrs.	1.975	1.937	1.900	1.952	2.434
By Ethnicity	Anglo	2.058	2.271	2.046	2.294	2.823
	Hispanic	1.778	4.000	2.333	2.667	3.769
	Native Am.	2.346	1.778	2.492	2.343	2.938
	Black	3.000	4.000	3.000	3.143	3.846
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	2.273	2.281	2.265	2.441	2.960
	Male	1.831	2.147	1.919	2.059	2.673

Table 35
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 14

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	1.400	1.250	2.000	1.667	1.923
	Mid/Jr. High	-	-	-	-	-
	High School	-	-	-	-	-
	DNA	-	-	-	-	-
By Position in District	Teacher	1.400	1.250	2.000	1.667	1.923
	Librarian	-	-	-	-	-
	Counselor	-	-	-	-	-
	Other Res.	-	-	-	-	-
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	-	-	-	-	-
	Bachelors +	-	-	-	-	-
	Masters	-	-	-	-	-
	Masters +	1.400	1.250	2.000	1.667	1.923
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	-	-	-	-	-
	4-7 Years	-	-	-	-	-
	8-15 Years	-	-	-	-	-
	16-25 Years	1.400	1.250	2.000	1.667	1.923
	Over 25 Yrs.	-	-	-	-	-
By Ethnicity	Anglo	1.400	1.250	2.000	1.667	1.923
	Hispanic	-	-	-	-	-
	Native Am.	-	-	-	-	-
	Black	-	-	-	-	-
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	1.400	1.250	2.000	1.667	1.923
	Male	-	-	-	-	-

Table 36
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 14

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.013	2.000	2.073	1.880	2.199
	Mid/Jr. High	1.637	2.222	1.698	1.908	1.902
	High School	-	-	-	-	-
	DNA	-	-	-	-	-
By Position in District	Teacher	2.007	2.026	2.084	1.960	2.145
	Librarian	-	-	-	-	-
	Counselor	-	-	-	-	-
	Other Res.	1.500	2.333	1.425	1.278	2.186
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.067	1.819	2.095	1.729	2.207
	Bachelors +	1.909	2.229	1.812	1.888	2.097
	Masters	-	-	-	-	-
	Masters +	1.870	2.208	2.188	2.067	2.154
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	2.139	2.024	2.193	1.969	2.231
	4-7 Years	1.806	2.167	1.633	1.932	1.923
	8-15 Years	1.550	1.389	1.583	1.128	1.750
	16-25 Years	-	-	-	-	-
	Over 25 Yrs.	2.017	3.000	2.286	2.607	2.590
By Ethnicity	Anglo	1.924	2.090	2.000	1.919	2.163
	Hispanic	-	-	-	-	-
	Native Am.	-	-	-	-	-
	Black	-	-	-	-	-
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	1.957	2.111	2.089	1.924	2.194
	Male	2.111	2.000	1.667	2.308	2.308

Table 37
Average Subsection Scores For All
Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 15

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.757	2.229	2.683	2.511	3.215
	Mid/Jr. High	2.600	2.500	2.143	2.455	2.769
	High School	2.487	2.219	2.277	2.350	2.997
	DNA	-	-	-	-	-
By Position in District	Teacher	2.669	2.200	2.527	2.429	3.083
	Librarian	-	-	-	-	-
	Counselor	-	-	-	-	-
	Other Res.	2.200	3.000	2.000	2.800	3.667
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	2.100	2.500	3.000	2.615	3.583
	Bachelors +	2.601	1.937	2.373	2.209	2.949
	Masters	2.222	3.500	2.571	2.727	3.077
	Masters +	2.864	2.536	2.643	2.791	3.326
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	2.267	1.667	2.429	2.013	3.202
	4-7 Years	3.075	2.687	2.750	2.915	3.404
	8-15 Years	2.558	2.075	2.312	2.289	2.897
	16-25 Years	2.725	2.625	2.786	2.700	3.282
	Over 25 Yrs.	-	-	-	-	-
By Ethnicity	Anglo	2.656	2.250	2.460	2.413	3.066
	Hispanic	2.294	1.500	2.167	1.932	2.962
	Native Am.	3.800	3.000	3.714	3.846	4.000
	Black	2.100	2.500	3.000	2.615	3.583
	Asian	-	-	-	-	-
	Other	-	-	-	-	-
By Gender	Female	2.566	2.150	2.437	2.341	3.058
	Male	2.900	2.450	2.771	2.764	3.338

Table 38
Average Subsection Scores For All
Non-Career Ladder Teachers, Program Components,
and Demographic Conditions
District Code 15

Question	Category	General Concepts Average Scale Score	Staff Concepts Average Scale Score	Teacher Evaluation Concepts Average Scale Score	Career Ladder Placement Concepts Average Scale Score	Climate Concepts Average Scale Score
By Level Taught	Elementary	2.170	2.104	2.039	1.955	2.967
	Mid/Jr. High	2.354	3.042	2.341	2.609	3.372
	High School	1.858	2.217	1.734	2.083	2.871
	DNA	-	-	-	-	-
By Position in District	Teacher	2.151	2.275	1.999	2.096	2.994
	Librarian	2.250	2.875	2.714	2.000	3.154
	Counselor	-	-	-	-	-
	Other Res.	1.461	1.000	1.286	1.375	3.000
	Bldg. Adm.	-	-	-	-	-
	Ctrl. Of. Ad.	-	-	-	-	-
By Degree Currently Held	Bachelors	3.050	2.375	2.643	2.962	2.577
	Bachelors +	2.127	2.271	2.087	2.027	3.010
	Masters	2.025	2.250	1.583	1.621	3.125
	Masters +	2.035	2.267	1.953	2.097	3.015
	Doctorate	-	-	-	-	-
Years Total As Teacher	1-3 Years	2.100	1.833	2.238	2.513	2.256
	4-7 Years	2.700	3.050	2.248	2.288	3.785
	8-15 Years	2.133	2.286	2.105	2.005	2.956
	16-25 Years	1.993	1.991	1.733	2.047	3.161
	Over 25 Yrs.	1.350	2.125	1.586	1.639	1.885
By Ethnicity	Anglo	2.083	2.294	1.928	2.038	3.051
	Hispanic	2.417	2.208	2.592	2.443	2.484
	Native Am.	-	-	-	-	-
	Black	2.150	2.000	1.500	1.718	3.615
	Asian	1.600	-	-	1.000	3.455
	Other	-	-	-	-	-
By Gender	Female	2.120	2.299	2.030	2.106	3.002
	Male	2.210	2.167	1.957	2.002	2.947

Summary

This document presents average scores for each of the six sub-sections of the 1988 Perception Assessment Scale Survey. These averages are initially broken down separately for career ladder and non-career ladder respondents. Within each of these two groups, averages are reported for the following six demographic factors: level taught; position in district; degree currently held; ethnicity; and gender. These dually stratified results are also aggregated across all respondents; for Phase I, II and III districts; and presented separately for each of the 15 pilot-test districts. It is hoped that these demographic and district sub-groupings will reveal systematic sources of difference in respondents' attitudes with respect to the six major components of program assessment.